

Modern Slavery Act 2015 – Slavery and Human Trafficking Statement

Introduction

Perrett Laver Limited is committed to preventing modern slavery and human trafficking in all its forms and to acting ethically, transparently, and with integrity in all our business relationships. This statement is made pursuant to section 54 of the Modern Slavery Act 2015 and sets out the steps we have taken during the financial year to minimise the risk of modern slavery and human trafficking within our business and supply chains.

Perrett Laver is a leading international executive search firm working with mission-driven sectors worldwide. We advise on leadership transitions for educational, research, healthcare, philanthropic, non-profit, cultural, and related organisations across more than 60 countries. We act as an employment agency, employment business, and executive search consultancy.

While we consider the overall risk of modern slavery within our business and supply chains to be low, given the nature of our services and suppliers, we recognise the need for continued vigilance and continuous improvement.

Organisational Structure and Governance

Our Board is comprised of a Chair and five members, including a Director and Co-Founder. The executive management of the firm is led by the Global Leadership Team. Responsibility for ethical standards, risk management, and compliance with the Modern Slavery Act ultimately rests with the Board, supported by senior management.

Our Business and Operations

Our work is organised across the following sectors:

- Higher education and research leadership
- Schools and educational organisations
- Arts, culture and sport
- Global non-profit organisations
- Health and social care
- Philanthropy, communications and engagement

Our executive search work is global and people led. All candidate engagement, assessment, and advisory work is conducted by experienced professionals and remains fully human-led. We maintain robust recruitment practices in line with employment laws in all regions in which we operate.

Our Supply Chains

Our supply chains are relatively limited and primarily consist of small and medium-sized enterprises providing professional services, technology solutions, legal and accountancy services, marketing and design, reprographics, and office-related services. We do not engage in manufacturing or high-risk labour-intensive supply chains.

We expect all suppliers, whether providing permanent, temporary, or outsourced services, to uphold the same fundamental rights at work that we afford our own employees. We maintain visibility over our suppliers' practices and continue to monitor potential risks as our business evolves.

Policies on Modern Slavery and Human Trafficking

We operate a zero-tolerance approach to modern slavery and human trafficking. Our commitment is reflected in a range of internal policies, including:

- Anti-Slavery and Modern Slavery Policy
- Whistleblowing Policy

These policies reinforce our expectation that all work is undertaken freely, lawfully, and ethically, and that concerns can be raised without fear of reprisal. Policies are reviewed periodically by senior leadership.

Due Diligence and Risk Mitigation

As part of our commitment to identifying and mitigating modern slavery risks, we undertake proportionate due diligence across our operations and supply chains. This includes:

Supplier Due Diligence

- Conducting due diligence on new and key suppliers, with consideration given to the nature and location of their operations
- Reviewing suppliers' own modern slavery statements, ethical policies, or equivalent commitments where available
- Building long-standing relationships with suppliers and clearly communicating our expectations around ethical conduct and labour standards

Supplier Code of Conduct and Contractual Controls

We require suppliers and service providers to adhere to applicable labour, employment, and human rights laws. These expectations are set out in our Supplier Code of Conduct and/or embedded within contractual terms.

Ongoing Monitoring and Assurance

We maintain ongoing engagement with suppliers, particularly those providing services that could present a higher risk (such as outsourced services or international providers). Where appropriate, we seek written assurances of compliance or alternative evidence of responsible business practices.

Staff Awareness and Training

We are committed to ensuring our employees understand the risks of modern slavery and human trafficking. Staff are made aware of our policies and standards as part of induction processes and are encouraged to remain alert to potential indicators of unethical practices within our business or supply chain. Clear reporting mechanisms are in place, supported by our Whistleblowing Policy.

Reporting and Whistleblowing

We operate systems to encourage the reporting of concerns and to protect whistleblowers. Any concerns relating to modern slavery, human trafficking, or unethical conduct can be raised confidentially and will be investigated promptly and appropriately.

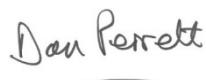
Continuous Improvement

We recognise that the risks associated with modern slavery can evolve. We therefore commit to:

- Reviewing our supplier relationships and procurement processes regularly
- Enhancing due diligence where risk profiles change or where we enter new markets
- Keeping our policies and practices under review to reflect legal, regulatory, and best-practice developments

Approval

This statement has been approved by the Board of Directors of Perrett Laver Limited and is signed on its behalf.



Daniel Perrett
Director and Co-Founder
22nd January 2026